

Program Authorization. Human Resource (HR) Officer (Designator 1205), Reserve Component Direct Commissioning Program. This Program Authorization supports both Human Resource Direct Commission Option and Campus Liaison Officer in the Naval Reserve. Campus Liaison Representatives assist Navy Recruiting Command in increasing community awareness of Navy opportunities for the purpose of increasing Navy diversity officer accessions. BUPERS-317 is the Human Resource community manager. Program Manager is NRC N31.

1. Program Authority. 10 USC 12201 to 12209.

2. Quota. As prescribed by the Deputy Chief of Naval Operations (Manpower, Personnel, Training, and Education) (N1) in the annual accession plan.

3. Qualifications

a. Citizenship. Applicants must be citizens of the United States.

b. Gender. Open to males and females.

c. Education

(1) Minimum of a Bachelors degree from an accredited institution with a cumulative grade point average (GPA) of 2.2 or higher on a 4.0 scale. Master's degree is strongly preferred and supersedes the bachelor degree requirement.

(2) Management, personnel management, financial management, manpower systems analysis, operations analysis, business administration, sales/marketing management or a related field.

(3) Course work including a minimum of two semesters/three quarters of calculus, calculus-based physics, and/or statistics, receiving passing grades of "C" or better is strongly preferred.

(4) Waiver for educational requirements may be granted by the community manager with recommendation provided by Commander, Navy Recruiting Command (CNRC) on a case-by-case basis.

d. Work Experience

(1) Civilian or previous military work experience in human resource management, personnel management, business management, financial management, sales/marketing, or operations/systems analysis is strongly preferred.

(2) Civilian work experience must be validated with a Curriculum Vitae (CV) and a minimum of three references.

(3) Military work experience must be validated with submission of applicants service record, to include all performance evaluations, positions held, and military training and education attended/completed.

e. Age. Must be at least 19 years old and of such age that they will not have passed their 42nd birthday at time of commissioning. Prior qualifying service (enlisted or commissioned) will be considered for year-for-year credit up to age 50. Non-prior Service personnel over 42 may be considered for a waiver provided:

(1) Community professional review board recommends the member for commissioning and will accept the applicant over the age requirement

(2) The applicant understands and acknowledges in writing he/she may not be able to serve long enough to obtain a retirement (regular or non-regular).

f. Physical. In accordance with the Manual of the Medical Department, Chapter 15.

g. Marital Status. No restrictions.

h. Time in service. No restrictions.

4. Source

a. Civilians (U.S. citizens)

b. Enlisted Reservists (Selected Reserves (SELRES) or Individual Ready Reserve (IRR)). SELRES on extended or recall orders (mobilization, 1, 2, or 3-year recall, Active Duty Special Work (ADSW) may apply but must complete their

active duty obligation under current orders before being commissioned. Those serving on active duty, including Full Time Support (FTS) are not eligible to apply.

5. Appointment. Ensign, USNR, Human Resource Officer, designator 1205.

6. Indoctrination. Selectees must attend the 2-week Direct Commission Officer(DCO) Indoctrination Course (CIN: Q-9B-0024) at Newport, RI, and the one week DCO HR orientation course at Naval Post-graduate school within one year of commissioning.

7. Service Obligation

a. Selectees will incur an 8-year ready reserve obligation including a 3-year SELRES obligation. The SELRES obligation commences upon commissioning.

b. Selectees must maintain eligibility for mobilization and worldwide assignment.

Campus Liaison Officer (CLO) Program. The Campus Liaison Officer (CLO) Program appoints Ensigns as Human Resource (HR) Officers (Designator 1205) through the Reserve Component Direct Commissioning Program to assist the Navy Recruiting Command in diversity officer recruiting. Specifically, the purpose of this program is to increase diversity community awareness of the opportunities and upward mobility available to all persons in the Navy as well as to increase Navy diversity officer accessions. The CLO program is in accordance with every line item on this program authorization for the conventional 1205 (HR) Reserve Direct Commissioning Program with the exception of the following: Program Manager is NRC N00C and items stated below.

1. Qualifications

a. Education. Baccalaureate degree or higher from an accredited college or university.

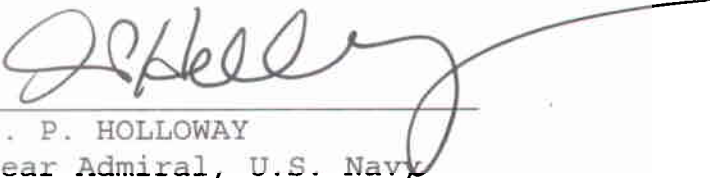
b. Work Experience. Must be full time faculty members, either teaching or administrative, of two year and four year accredited colleges or universities where there is a significant diverse student population.

2. Source Code. Full time faculty of two year and four year accredited colleges or universities where there is a significant diverse student population.

3. Indoctrination. Selectees must attend the 2-week DCO Indoctrination Course (CIN: Q-9B-0024) at Newport, RI and the 15-day Officer Recruiter Course (CIN: S-7C-2414) at Pensacola, Florida within one year of commissioning. Appointees must agree to avail themselves of opportunities to improve their professional qualifications as Naval Officers through enrollment in correspondence courses and participation in Active Duty Training (ADT).

4. Service Obligation. Selectees will incur an 8-year ready reserve obligation.

Approved:


D. P. HOLLOWAY
Rear Admiral, U.S. Navy
Director, Manpower, Personnel, Training and
Education Policy Division (N13)

Date:

2-19-09